

Union College
Clarkson University Educational Assistance Plan for Dependent Children, Spouses, and
Domestic Partners
(Amended and restated effective July 1, 2010)

Union College hereby amends and restates the Clarkson University Educational Assistance Plan for Dependent Children, Spouses, and Domestic Partners (the “Plan”) as set forth in this document. The purpose of this Plan is to provide educational assistance to the dependent children, spouses, and domestic partners of Union College’s eligible employees who take courses at Clarkson University.

Article I
Definitions

“**Code**” means the Internal Revenue Code of 1986, as amended.

“**College**” means Union College.

“**Domestic Partner**” means an individual who is treated as an Eligible Employee’s domestic partner under the College’s domestic partner policy.

“**Dependent Child**” means any child (as defined in Code section 152(f)(1)) of an Eligible Employee or an Eligible Employee’s Domestic Partner who is a tax dependent of the Eligible Employee or the Eligible Employee’s Domestic Partner. For purposes of the preceding sentence, any child to whom Code section 152(e) applies shall be treated as the tax dependent of both parents.

“**Eligible Employee**” means each full-time Employee.

“**Employee**” means an individual who the College treats as its common law employee for federal income tax withholding purposes and who is paid through the College’s payroll system.

“**Participant**” means a Spouse, Domestic Partner, or Dependent Child who has met the eligibility requirements under Article II and has been approved to receive benefits under the Plan.

“**Plan**” means the Clarkson University Educational Assistance Plan for Dependent Children, Spouses, and Domestic Partners.

“**Plan Administrator**” means the College’s Vice President, Administration and Finance, or such other person appointed by the College as plan administrator of this Plan.

“**Spouse**” means an individual who is recognized as an Eligible Employee’s spouse under applicable law.

Article II Eligibility and Participation

Eligibility:

A Spouse, Domestic Partner, or Dependent Child may participate in the Plan immediately upon the Eligible Employee's date of hire, subject to the College's approval of their participation in the Plan.

Participation:

A Spouse, Domestic Partner, or Dependent Child must follow the application procedures established by the College to participate in the Plan. Participation ceases immediately upon termination of the Eligible Employee's employment or the date a Participant ceases to be a Spouse, Domestic Partner or Dependent Child.

Article III Benefits

Benefits under the Plan are limited to the College's payment of tuition costs for Clarkson University courses that the Participant takes. Additionally, benefits provided under this Plan are subject to the following limitations:

1. No benefit will be paid under the Plan unless the Participant obtains approval for payment for the cost of a covered course prior to commencing the course, and separate approvals must be obtained for each course.
2. A Participant may take up to three (3) courses per academic year (the academic year begins with the summer term) without tuition charge. This scholarship support is not to be interpreted such that a Spouse, Domestic Partner, or Dependent Child attending full time will have his or her bill reduced by one-third.
3. Only two (2) courses may be taken in Education and three (3) courses may be taken in other disciplines as a non-matriculated student. At that point, matriculation into a degree-granting program must be declared and all admissions and requirements for that program met, including the requirement for GMAT standards where applicable.
4. Certificate Program students are not eligible for benefits under this Plan.
5. To receive benefits under this Plan, a Participant must satisfy Clarkson University's admission requirements and maintain a cumulative GPA of 3.2 or higher.

**Article IV
Taxation of Benefits**

Benefits under this Plan are taxable to the Eligible Employee whose Spouse, Domestic Partner, or Dependent Child receives benefits under this Plan. The College shall include the value of benefits provided under this Plan in the Eligible Employee's W-2 for the current year in which the benefit is provided, and all benefits are subject to applicable withholding requirements.

**Article V
Administration**

The Plan Administrator is responsible for administering the Plan and can adopt such rules and procedures he/she deems appropriate to administer the Plan. Additionally, the Plan Administrator has sole discretionary authority to interpret the Plan, to make eligibility and benefit determinations, and to make factual determinations in connection with the Plan. Any determinations of the Plan Administrator are final and binding on all parties.

**Article VI
Amendment or Termination of Plan**

The College grants the Plan Administrator the authority and power at any time and from time to time to modify or amend, in whole or in part, any or all provisions of the Plan. The College also grants the Plan Administrator the authority and power to discontinue or terminate the Plan at any time.

**Article VII
General Information**

Right to Continued Employment:

Neither the Plan nor any action taken with respect to it shall confer upon any person the right to continue in the employ of the College.

No Representation of Tax Advice

Employees are responsible for any taxes that must be paid as a result of participation in the Plan. Employees are encouraged to consult with their own professional tax advisor for additional information.

Assignment:

No benefit under the Plan shall be subject in any manner to anticipation, alienation, sale, transfer, assignment, pledge, encumbrance or charge, and any attempt to do so shall be void.

Funding

Employees are not required or permitted to contribute to the Plan. All Plan benefits are to be paid by the College from its general assets.

Calendar Year Basis

The Plan operates on a calendar-year basis.

Written Communications:

All communications in connection with the Plan made by an Eligible Employee shall become effective only when duly executed and filed with the Plan Administrator.

Governing Laws:

This Plan is to be construed, administered, and governed by the laws of the state of New York, to the extent not superseded by the Internal Revenue Code or other federal law.

Severability:

Should any part of the Plan subsequently be invalidated by a court of competent jurisdiction, the remainder thereof shall be given effect to the maximum extent possible.

Effective Date

The College has caused this restated plan document to be adopted with an effective date of July 1, 2010.

IN WITNESS WHEREOF, we have executed this Plan document as of the date set forth below.

UNION COLLEGE

By: _____

Title: _____

Date: _____